CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975

Teamsters for a Democratic Union Box 10128, Detroit, MI 48210 (313) 842-2600

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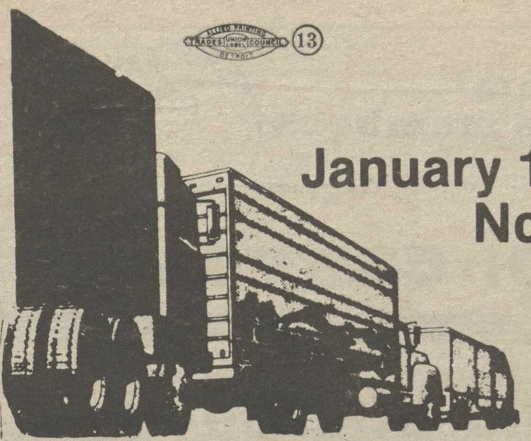

Behind the Greyhound Strike . . .

All Out Union-Busting Drive

Striking Greyhound employees voted on December 10th to accept an improved concession contract, ending their bitter two month strike against the Hound. They did accept a contract with wage and benefit concessions, but successfully resisted numerous union-busting concessions in an earlier proposed agreement. They were able to keep out provisions allowing part-time drivers and split shifts, and went back to work as a union with the scabs removed.

These issues sound familiar to many Teamsters. Buy beyond this, the strike has a lot to tell union members about the new trend towards union-busting on the part of major corporations, and how unions are responding.

First, the strike shows that a united rank and file, with some support from the rest of the labor movement, can successfully resist all out union-busting by a company.

It also points to the increase in union-busting moves by corporations. *Business Week* summed it up this way: "Greyhound's ability to force concessions by threatening to replace strikers may strengthen the will of other companies to do the same."

Bringing it all closer to home, one trucking industry analyst told **CD** that major unionized trucking firms may be thinking along the same lines, and are considering a concerted union-busting, scab-herding effort as an option.

What Was Behind the Strike?

Greyhound Corporation is a profitable, diversified company. It averaged 13.8% return on stockholders equity, above average for U.S. corporations. The bus division, Greyhound Lines, is also a money maker. But not all the divisions of a corporation make profits at the same rate, and in the opinion of Greyhound Board Chairman John Teets, the bus company was not making enough profit.

Teets had a strategy for increasing returns, a union-busting plan that he learned in the meatpacking industry.

Until recently, another Greyhound subsidiary was Armour & Co. In December, 1981 Armour, along with several other meatpackers got a wage freeze. Still not satisfied, they took advantage of the union's retreat, and Iowa Beef demanded more givebacks. Wilson followed this lead, and did it one better, by coming up with a new tactic.

Although Wilson was completely solvent, they filed for Chapter 11 bankruptcy, got the contract reopened, and succeeded in getting the base rate lowered. (For more information on this new tactic, see article on page 6).

This new tactic impressed Mr. Teets. Excited by the possibilities he announced that some Armour plants under contract with the United Food and Commercial Workers would be closed and sold to ConAgra, a food processing corporation. The *Wall Street Journal* reported that the move was designed to force union concessions.

Under the agreement, Greyhound would retain an interest in Armour by receiving ConAgra stock in payment; the plants would be closed and ConAgra would reopen them non-union. In September, Armour workers rejected the concessions, and ConAgra announced that they would go ahead with their plans.

A Union-Busting Strategy

Clearly, the recent attempt to bust the union at Greyhound was just another part of Teets' overall union-busting strategy. But Teets is not just a nasty man who has accidently gained control of the corporation. His union-busting strategy is becoming typical across the board in industry.

It's a short hop from bus drivers to Teamster truck drivers, and from meatpackers to Teamster food workers and warehousemen. It's time for Teamsters and for all of labor to catch up with the corporations in our thinking, our ability to work together, and our determination.

The Greyhound contract was a setback. A hard fight by Greyhound workers prevented a complete wipe-out. But the strike showed that our unions and the whole labor movement need to rebuild to match the attacks we know will keep coming from management.

Unfortunately, our top IBT leader-

continued on back page

St. Louis area TDU members join striking Greyhound employees to show their support. For more information see story on back page.

Mason & Dixon Next?

Bankruptcy: Central Transport's New Tactic

Matty Moroun's Central Transport trucking empire is on the move, buying up carriers and bankrupting them just as fast. On December 22, Central reached an agreement with Mason & Dixon Lines, a major Eastern and Southern carrier based in Kingsport, Tenn., to acquire the total ownership of the company. This is by far Central's largest acquisition to date. Mason & Dixon reports its revenue at approximately $171 million in 1983.

Central Transport, of Sterling Heights, Mich., is owned by Centra, Inc., along with numerous other companies, including Central Cartage (a supposedly "separate" company which employs all the dock and cartage workers), McKinlay Transport (their Canadian truck line), GLS Leasing, and even the Detroit International Bridge Company, giving Central ownership of the bridge over the Detroit River linking Canada to the U.S.A.

Central has long been one of the most anti-union outfits in the trucking industry. Now it is becoming one of the largest as well. In the past two years, Central has acquired Superior Forwarding (operating in the St. Louis-Memphis-Little Rock area), Tucker Freight Lines (operating in the mid-west), General Highway Express in Ohio, and now, Mason-Dixon.

Latest Tactic—Bankruptcy Courts

Three recent Central acquisitions have gone bankrupt almost simultaneously with their purchase. Superior Forwarding was a unionized carrier in 1982 when Central bought it out. Today, St. Louis Local 600 members no longer work at their old terminal. The union was busted there and a sweetheart non-Teamster local set up, with all the original Superior employees replaced with new hires working far below scale. The local is fighting it,

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from: the members to: convoy-dispatch

Build Offense For Contracts

Dear TDU,

I have had many requests from package car drivers, who I thought were indifferent, for TDU material (**Convoy-Dispatch.**)

There's a couple that have joined me in going for a TDU bulletin board, something that the new managers aren't going to like. We're progressing slowly down here, but there is progress. I've found a "dry bale" in New Mexico—these guys are "hungry"!

We need to build our **offense now,** and not worry about a **defense** later or at contract time. Let's be offensive, not defensive.

Fraternally,

Dan Cornelison
Local 577
Amarillo, TX

"Turn Union Back Around"

Dear TDU,

I believe that the rank and file members should be put on notice that one of the most important functions of TDU is to elect as many as possible to key positions in our union. It's time to start turning the union back around to membership representation instead of personal gain.

Fraternally

John Fruits
Local 20
Erie, MI

Thanks to All TDU Members

Dear TDU,

I want to thank all those who elected me to the TDU Steering Committee. I am honored to be representing my fellow TDUers for the next year and will do my best to fulfill the goals of TDU.

Fraternally,

Jerry Gaimari
Local 404
Springfield, MA

Still a Member After Retiring

Dear TDU,

I have taken my pension, but will remain a TDU member. I will always be concerned about the welfare of any Teamster member and particularly of you guys out in Detroit who are doing one great job.

Fraternally,

Charlie Daniels
Local 560
E. Rutherford, N.J.

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CONVOY DISPATCH
Members Saying No To Sell-out Rider!
Sept. 1983
No. 37
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For just a few dollars each month, you can get a regular bundle of **Convoy Dispatch** from TDU. Subscribe today and we'll start your bundle sub with the next issue. You'll be billed for future bundles. Just $3 for 10, $4 for 20, $5 for 50, and $9 for 100. Remember, knowledge is power, and **Convoy Dispatch** is the only reliable source of Teamster news.

Name________________ Local Union #________

Address ________________________

City________________ State/Prov.________ Zip________

Phone________________ Company________________

City☐ Road☐ Dock☐ Warehouse☐ Other ________________

Bundle size: ☐ 10 ($3) ☐ 20 ($4) ☐ 50 ($5) ☐ 100 ($9)

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(Names are kept confidential from employers and union officials.)

Quotation of the Month

> If there is no struggle, there is no progress. Those who profess to favor freedom and yet deprecate agitation are men who want crops without plowing the ground. They want rain without thunder or lightning. They want the ocean without the roar of its many waters. The fight may be a physical one, or it may be a moral one; or it may be both a physical and a moral one; but it must be a fight. Power concedes nothing without demand. It never did and it never will. . . Men may not get all they pay for in this world, but they certainly pay for all they get.
>
> —Frederick Douglass

(Thanks to the campaign literature of Teamsters Ron Teninty and Frank Coppa of Local 315 for this one. Both were elected in December.)

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1983 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our **Rank & File Bill of Rights** then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:
Doug Allan, Local 208
Mike Belzer, Local 705
Pete Camarata, Local 299
Bilal Chaka, Local 692
Organizer:
Ken Paff, Local 407
Trustees:
Dominick Buscemi, Local 773
Mike Friedman, Local 407
Maralee Smith, Local 142

Jerry Bliss, Local 337
Darcy Coddington, Local 70
Cliff Coonley, Local 600
Jerry Gaimari, Local 404
Linda Gregg, Local 435
Charles Helton, Local 515
Jim Wardell, Local 710
Alternates:
Kyle Ray, Local 413
Emil Abate, Local 853
Brian Elliott, Local 966

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

MOVING?

Notify us of your new address or you will **not** receive your monthly **Convoy-Dispatch.** The paper is sent third class bulk mail and will **not** be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—**CHANGE OF ADDRESS.**

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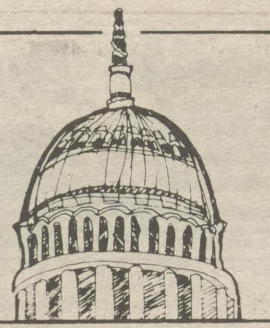
NEWS FROM THE WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you.

We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612–2000 P St., NW
Washington, D.C. 20036
(202) 785-3707

Legal Briefs

Court Affirms Right of Access to Union Newspaper.

In a precedent making case, the U.S. Court of Appeals for the 6th Circuit has ruled that members of the National Rural Letter Carriers Association (NRLCA) have the right of access to their union newspaper. The case arose when the NRLCA leadership refused to run a paid advertisement in the **Rural Letter Carrier,** submitted by the Knox County, Tenn. local. The advertisement appealed to the membership to reject a contract negotiated by the union's leadership with the U.S. Postal Service. The union paper had accepted other paid ads.

The court rejected the notion that a union may lawfully restrict expression because of its message. On the contrary, the court said, the democratic process cannot function if, on a matter as important as contract ratification, there is no debate.

NLRB Issues Complaint Against Dupont and Penn Truck Aids.

The NLRB has issued a complaint in the Philadelphia area against Dupont Chemical and Penn Truck Aids (PTA) for modifying the contract by subcontracting work to non-union carriers "at a time when the agreement could not be modified under the National Labor Relations Act." Penn Truck Aids is a labor leasing company which supplies drivers to Dupont Chemical. Only PTA is a party to the Teamster collective bargaining agreement. The NLRB complaint contends that Dupont, as an employer who controls important working conditions, is a joint employer with Penn Truck Aids, and as a result is bound by the agreement. The matter will go to trial on April 4, 1984. TDUers in Virginia, Pennsylvania and West Virginia, along with TDU attorneys, have been battling on this issue for quite some time.

Smiths' Drivers Vote to Continue Lawsuit.

On December 17th Smiths Transfer drivers out of Staunton, Va. met at a TDU meeting and voted unanimously to press ahead with their lawsuit involving the loss of some 200 jobs. A Virginia Federal District Court Judge recently ruled that the lawsuit, which is against Smiths for violation of the change of operations provisions of the contract and against Local 29 for breach of Duty of Fair representation, will go to trial.

Right to a Contract Vote by Meetings.

Over 150 drivers for the San Francisco Newspaper Agency have won a temporary victory in an effort to get a fair vote on their contract. Recently, a Federal Judge ordered an injunction in their favor, in effect nullifying a mail-in ballot vote taken in October. At that time, the contract was ratified by a margin of 183-155, but the drivers contested it, arguing that the mail-in ballot violated the bylaws and that a local membership meeting should have been held to discuss the contract and vote on it. Both sides have until February 24th to settle the matter through internal procedures. After that, it could go to trial.

The Teamster Rank & File Pension Handbook

Get the facts in clear, easy to understand language on:

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- *getting top monthly benefits*
- *changing Teamster pension plans*
- *impacts of layoffs or decertification*
- *and much more*

The **Pension Handbook** costs $3.00. ($2.00 apiece for orders of 5 or more)

Please send me___copies of the **Pension Handbook**. I am enclosing a total of $________.

name____________________________ Local________

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Send to: *TDU, Box 10128, Detroit, MI 48210*

Cites Total Lack of Safety Enforcement

BMCS Reorganization Proposed by Report

The U.S. House Committee on Government Operations, quoting from Congressional testimony submitted by TDU members Dewey Wherry, Frank Greco and Attorney Arthur Fox, has issued a scathing indictment of the Bureau of Motor Carrier Safety (BMCS).

The report was prepared after 7 months of intensive investigation. It concludes what almost every truck driver already knows, that the "BMCS appears to be well on its way to destroying its own integrity."

As an example of lack of BMCS enforcement, the report cites a case of tankers picking up gasoline at a Philadelphia terminal. The BMCS field investigators report on the tankers told of "leaking cargo tanks, inoperative discharge valves, inoperative brakes on several wheels, no tread on the tires, and other violations." The investigator also stated that the sheet metal walls of the tank on one truck, loaded with over 2,800 gallons of gas, buckled when he walked on it.

He determined that the certification documents, the cornerstone of hazardous materials enforcement, were forged. 16 months later, after bureaucratic delays, the government decided not to prosecute the firm. Instead, the BMCS settled for very small fines and closed the case.

"Pac-man" Eats Away Toxic Waste

The report also cites the case of a carrier disposing a highly toxic waste, which could not be accounted for. The BMCS investigator was told that the waste had been neutralized by an enzyme which "works like pac-man." No such enzyme is known to be commercially available, but the investigator accepted the explanation.

The report recommends reforms to improve safety, including increasing fines, imposing both civil and criminal penalties for violations, and prosecuting violators more aggressively. Its authors are skeptical, however, that reforms can be made under the current system and they propose a reorganization, including the transfer of BMCS from the Federal Highway Administration to the National Highway Traffic Safety Administration (NHTSA), which is currently responsible for development of safety standards for the manufacture of motor vehicles.

TDUer Dewey Wherry praises the report and agrees with many of its recommendations. But he asks, "How many reviews do you need? What we need is action and immediate policy making."

He is also leery about whether a reorganization without clearer Congressional mandate for safety, such as that proposed by Senator Danforth (R-MO) (S-1108), will accomplish much. Wherry recalls that NHTSA has also been criticized by some for a lack of aggressive safety enforcement.

OSHA Rules Riddled With Loopholes

Why are the United Steelworkers, the AFL-CIO, and other unions lining up to file lawsuits against the new regulations issued by the Occupational Health and Safety Administration (OSHA)? Because the regulations, called the "Hazard Communication Standard," do very little to help working people find out what the hazards are that they work with every day.

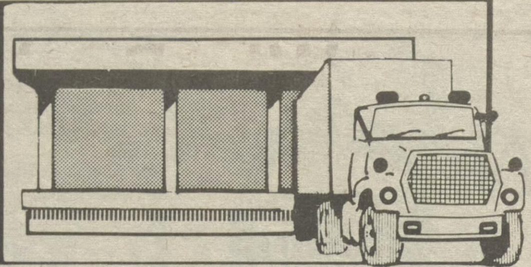
The purpose of the regulations is to give workers the "right to know" what chemicals they are working with. But loopholes in the rules would basically allow companies to withhold information on any product based on protection of "trade secrets." Toxic chemicals like Benzene and Dioxin could fall under this protection.

The major loophole is that the rules, weak as they are, only cover 14 million manufacturing workers. **Transportation workers, health care, construction and other employees are completely left out!** The thousands of Teamsters who handle these toxic chemicals on the dock or in the truck, gain absolutely no protection from the rules.

According to health and safety experts, the passage of the regulations at all, has happened partly because of the chemical companies opposition to the more stringent "right to know" laws that have been passed in 14 states. Under the federal rule these states would have to submit their laws to OSHA for review. OSHA would have the right to reject any rule that would be "unduly burdensome to interstate commerce."

The new rules come into full effect in May of 1986. Hopefully, the court cases will get action before that time, forcing OSHA to take a stand on the health and safety of **all** working people.

Freight Lines



Unity and Determination at Cinci McLean.

The last issue of **CD** reported on the harassment campaign McLean management is carrying out at their Cincinnati breakbulk terminal. This month, we can report that the Teamsters employed there are starting to get together, and are also hopeful that the new Local 100 president will help out. On December 31, the Cincinnati daily paper ran a large article entitled ''Dock Workers Liken their Work Conditions to Slavery'' which reported to the public at large what **CD** had covered earlier. In their latest antics, management actually tried to throw the union president off the property (he refused to leave). In addition to grievances, other responses such as strike action and NLRB cases are being discussed, and certainly are called for at a terminal which is issuing an estimated 300 discipline letters per month.

58% New Hire Rate at Transcon.

While the stock option plan at Transcon is supposed to be optional, new hires are being asked to sign for the 12% ''voluntary contribution'' before being hired. Naturally, it shouldn't be too difficult to get someone to sign with the offer of a job hanging over their heads. Combined with the 70% new hire rate, this brings wages down to 58% of the NMFA scale! Where will it all end?

CF's Special Commodity Tears Up Contract.

CF's Special Commodity Division pulled loads out of Oklahoma City, Memphis, Dallas and other terminals in November...and was caught at it. Grievances will go to the Southern Conference panel in January. Let's hope our union will make CF pay dearly for their attempt to tear up the contract in such a big way.

Seniority Lost at ABF-ETMF.

On September 13, 1983 hundreds of Teamsters lost any right to a job at Arkansas Best Freight. In the Change of Operations approved by the union nationally, recall rights were restricted to a one year period. ABF simply waited this time out, discarding or hiring back employees on a pick-and-choose basis rather than by seniority.

This ugly situation points out the urgent need for our **Change of Operations Committees**, with equal numbers of union and company representatives, to be closely monitored. The union has the upper hand, and veto power, as it is the company that is anxious to get the changes approved. Thus the union panel members can insist on extended recall rights, longer window periods, and other protections for Teamster members.

Roadway Merges With Non-Union Spartan Express.

Roadway Services has announced they have entered into an agreement to purchase all the common stock of Spartan Express of Greer, South Carolina.

Spartan is a non-union LTL carrier serving the south through 21 terminals in the Carolinas, Virginia, Georgia, Tennessee, and Alabama.

Roadway chairman Charles Zodrow said Spartan will retain its identity as a distinct operating subsidiary under Roadway Services and there are no plans to integrate any operations between Spartan and Roadway Express.

Ryder-PIE Going Broke?

Ryder-PIE Nationwide, owned by International Utilities, failed to make July payments to the Ohio Drivers Health and Welfare Fund for some its Akron-based drivers. PIE had a large terminal there prior to the merger, and now some drivers and their families find themselves denied medical coverage. The Ohio Drivers Fund office advised one driver to pay his own hospital bills and try to collect later! He was wondering if I.U. ever plans to straighten the situation out, or perhaps the huge conglomerate is going broke...

JAC Hits Signal, Drivers Still Not Satisfied.

For months now, Evansville, Indiana Signal drivers have been fighting concessions. A number of votes have been taken, as reported in the last issue of **Convoy-Dispatch**. Signal has finally been ordered to make good on back pay, but only for part of the time that the illegally-instituted wage cuts were in effect. The cuts began on March 26 and continued through October. Thanks to a recent JAC decision in Chicago, however, employees will only get back pay retroactive to June 12th (about four of the seven months).

The drivers are questioning this decision as it has basically rewarded the company for their outright violation of the contract.

But the Evansville drivers are persistent unionists. Because of this they have stopped the concessions and won the partial back pay. They intend to keep it up.

''Grinch'' Steals Holiday Pay

No 'Santa' at Yellow

George E. Powell, III from Yellow Freight's main office recently sent a memo to all vice presidents, division heads, breakbulk managers and terminal managers. The memo instructed them to engage in a ''coordinated effort'' to avoid paying Christmas holiday pay to their employees.

''This is Yellow Freight's Christmas present to their laid-off employees,'' one Yellow Teamster told **CD.**

The instructions are entitled ''Laid-Off Employees—Holiday Pay,'' and informed all management that ''overtime is generally a far less expensive alternative'' to recalling or using laid-off employees, especially with the Christmas and New Years holiday pay that could be incurred.

The result? **In St. Louis**, Yellow employees report that on December 8th (exactly one day before the 15 days limitation in the contract) management laid off an additional 18 dockhands.

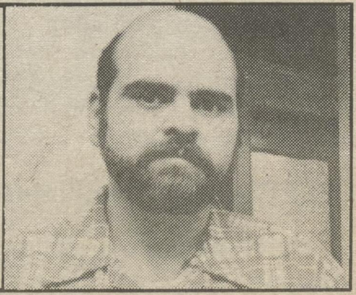
But there is a happy ending at the St. Louis terminal. The senior people passed up the weekend overtime, so Yellow was forced to use laid-off Teamsters, and thereby also pay them their holiday pay.

We hope that the senior employees at other terminals also helped to prevent the Grinch from stealing Christmas. Next year it should be organized by members at all terminals of all freight companies to prevent the return of the Grinch, and guarantee a little Christmas help for our laid-off brothers and sisters!

A Rank & File Opinion Column

As I See It...

By Pete Camarata
Local 299, Detroit



The 1983 Rank & File Convention was an especially exciting and educational event. On one weekend, October 15-16, we crammed in a lot of business,work and learning.

For me a special part of this year's Convention was hearing our banquet speaker, Jack Maloney, who was one of the leading participants in the 1934 Minneapolis Teamster Strikes, and than a District Organizer in the 30s when the regional trucking contract was put together, and our union grew strong. I had a chance after the banquet to talk with Jack Maloney and Harry DeBoer, another Teamster leader of the 34 strike and the later organizing drive. They were a walking bit of our union's history and have much to tell us. Here is one story that I learned:

Jack Maloney explained how the leadership and an organized membership of Local 574 in Minneapolis fought the bosses, and the police as well, to win their strike of coal drivers. It was the first winning strike in the area in a long while, and workers rallied to join the local union afterward. Membership went from a few hundred to thousands of members in a short time. A major strike followed combining all the city's drivers, platform and ''inside'' workers. This was a new idea as the Teamsters Union was a narrow craft union then, as were other unions.

The employers were willing to ''go to war'' over this kind of big organizing drive, and they hired armies of thugs and had the police on their side.

According to Jack Maloney, the real key to winning was an active, organized rank and file, with the leadership reminding them that ''you are the union.'' Their course of action was decided after thorough debate and discussion and informed voting. The result was a victory that changed the Teamsters Union forever.

Jack Maloney was one of the first organizers of the North Central Drivers Council—the first structure for regional contracts. Several locals were involved. This was the contract which later became the NMFA. The Council structure evolved into the Conference structure we have today.

Maloney recalled that even then our union suffered from some ''backward looking'' bureaucrats. Dan Tobin, IBT President, pulled the charter of Local 574. He had to be convinced that the Council was not dual unionist. Naturally, he changed his tune when the huge membership growth began and hundreds of thousands of members were recruited. The union grew **tenfold** in this period. After beginning as a small craft-oriented union, it was built to a major force in trucking, warehousing and other industries.

Jack Maloney

Maloney summed up by relating the past to the present. He congratulated TDU for the rejection of the recent concession rider. Maloney took note of Presser's ''Blast'' squad and said it was nothing new. Years ago, the employers organized such things, but now with some of our officials in bed with management, they do the employers' dirty work for them. Maloney's best comment on ''Blast'' was that there was nothing to fear, for 50c more money, they would be on our side.

Nothing ever convinced me so much that we in TDU are on the right track as hearing first hand from some of the key builders of our union, what it took then, and what it will take now.

Cook Motor Employees Win Back Pay

When Cook Motor Lines cut wages in April, 1983, officials at West Virginia Local 175 said that a strike would be the only way to get the money back. Fortunately, TDU members at the Charleston, W.V. terminal knew better. They filed grievances on the problem and went to the National Labor Relations Board.

At the NLRB hearing on November 29, the company and union settled, and Cook agreed to pay back part of the money lost through the cuts. 50c an hour will be paid retroactive to April, and 50c paid in the future. While the charges covered only the Parkersburg, Charleston and Martinsburg, W.V. terminals, all Cook union and non-union employees will be receiving the money back.

When the company first cut the wages, the local said that nothing could be done. In July, an article on the situation appeared in **Convoy-Dispatch**, and as one driver pointed out, "then the union got moving."

"This shows that it does help to fight and not just give up," he said, "we did make gains without a strike."

Wage cuts are nothing new at Cook. The first was in April, 1981 when employees were asked to sign away their wage increase and COLA. After that Cook dropped out of Trucking Management Inc. (TMI) and refused to accept the 1982 National Master Freight Agreement.

It is not clear what will happen in the future. Drivers say that the volume of freight is up, and the company recently issued a report indicating the first profit that they have made in several years. Also, the company has asked employees to take their back pay in the form of a one year, interest-bearing note.

But in the financial report, the company threatened that an undefined "large item" would be a liability in the future. Following so quickly on the heels of the settlement, this threat may have been an attempt by the company to insure that most employees did take their money in the form of a note—a choice that most employees probably would have taken anyway.

Despite the victory on the pay settlement, Cook employees are still left somewhere in the twilight zone as the company and the union creep through negotiations on the contract. It's a no-win situation—when they have asked if they are still covered by the old contract, the union says that they are. But when attempting to get action on grievances, they are told that there is no longer a grievance procedure.

It is clear that rank and file pressure does make a difference, and even in a tough situation like at Cook, members were able to get some action. It looks like this kind of pressure will be the only way to get the International to take some action on these small and medium-sized companies that have been allowed to slip through the cracks.

Central Transport

continued from page 1

but with no help from the higher levels of the union, it is dragging on and on.

On September 15, 1983, Tucker Freight Lines of South Bend, Indiana, became part of the Central "family." The next morning, Tucker declared bankruptcy. The Teamsters at Tucker were already being payed 15% below the NMFA, but Central threw out the contract altogether, paying 30% below scale, taking away vacations, holidays, seniority and more. In November, they were ordered in court to repay the money taken in this deal. In December, three months after the purchase, Tucker ceased operations.

Also in 1983, Central gained control of General Highway Express, which had filed for Chapter 11 before the buyout. It is operated separately from CT, but is under CT management. In May, 1983, CT's favorite new tactic was put into play by General Highway, when they got a bankruptcy judge to reject the union contract. (see box below on how this process works.) The Ohio Conference of Teamsters voluntarily agreed to a lower contract ($11/hr, 26c/mile, lower benefits, and use of owner operators to "supplement the regular workforce"). Central wasn't satisfied with this deal (are they ever?) and then went ahead and designated all the employees "new hires" at a "new" company (GHE-in-bankruptcy), to steal away all the employees' vacations! The union has contested this move.

In all three companies—Superior, General Highway and Tucker—Central Transport management has not only used the bankruptcy court as an anti-union tool, but also told the road drivers they would have to buy a tractor to keep their jobs. At General Highway, the locals are resisting this, but their opposition is not very effective to date, and Central is moving General Highway into its way of doing business.

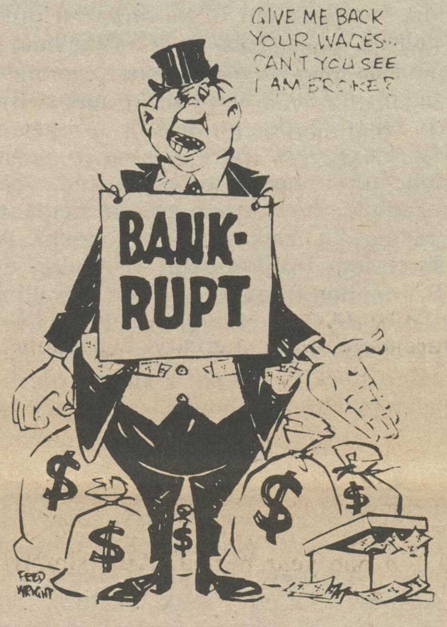
It's too early to tell what Central has in store for Mason & Dixon employees, but one thing should be certain: Mason & Dixon employees can expect Central's union-busting tactics to come sooner or later.

Central's Friends in Our Union

The higher levels of the Teamsters Union have been quite willing to play ball with Central by their rules, even when contracts have been torn up, local unions have gone out on strike, or when the union's future is on the line.

For example, in 1979-80 Teamster locals throughout Ontario were on strike against McKinlay to save Teamster jobs. During the strike, Central management pulled their usual tricks. For example, at one point they got a few Teamsters to bring union charges against their officers, demanding the strike be ended. The charges were drafted by management (!) and it was revealed that a secret copy of the bogus charges was sent by management to the union chairman of the Michigan grievance panel!

On other ocassions, Teamster officials have signed contracts with Central costing jobs and gutting the contract. Presser's assistant, Andy Suckart, along with some Michigan officials, signed such a deal in 1979, which stated that Central could use road drivers and owner operators to do city work; Teamsters have no right to protect their jobs. What a deal! In fact, the JAC has actually gone along with Central's story that "Central Transport" (road operation) and "Central Cartage" (city and dock operations) are two separate companies! The NLRB has ruled that they were one company, a fact ignored by certain high officials in our union.


GIVE ME BACK YOUR WAGES... CAN'T YOU SEE I AM BROKE?
BANK-RUPT
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FRED WRIGHT

UE NEWS, October 24, 1983

It seems that Central's labor man, Charles Garavaglia, has some "good buddies" in the union hierarchy who are willing to lend a hand. Last year a local was ordered by the Central Conference to stop picketing Central. Why? In another case a sweetheart dock contract was signed between Central and Cleveland Local 964. The contract had actually been negotiated by the Ohio Conference and assigned to the local. The local president later admitted he knew nothing about it. The deal allowed Central to get a General Motors consolidation account away from another union carrier, causing Teamsters to be laid off. Why?

So locals and members are usually left on their own, with TDU often being their only ally. Which is one good reason why we need to change our union if we want to save it. You cannot stop a union-busting outfit like Central, which is now a major conglomerate in the trucking industry, with such corrupt leadership.

Change means more participation from within the Central empire. It is possible to fight back, to win gains and stop some of the deals being made. More can be stopped with greater unity among Central Teamsters and among locals who care. TDU is committed to building and aiding this approach and invites all Central Teamsters to join us.

There is no easy way to win but there is a sure way to lose; that is to leave it to the "other guy" or hope "it won't affect me."

Employers Using Bankruptcy to Bust Unions

Chapter 11 of the Federal Bankruptcy Code allows a company in financial trouble protection from creditors while it attempts to reorganize operations and debts.

In recent bankruptcy cases, however, this law has been further interpreted to protect employers from their obligations to labor, including contractual agreements for wages, pensions and other benefits gained through collective bargaining. Lower courts have upheld this position without first requiring proof that the action is necessary for a company's survival.

This practice became possible in 1978, when Congress reformed the Bankruptcy Law, allowing companies to apply for Chapter 11 without being insolvent. Employers can now seek shelter if they anticipate future setbacks. This is why the Manville Corp., while having a net worth near $2 billion, was able to file when its responsibility in asbestos exposure lawsuits became apparent. Another instance of an "expected loss" is rising labor costs.

Earlier this year, Wilson Foods and Continental Airlines declared bankruptcy when workers would not give in to unreasonable concessions. Even though Continental pilots had already granted paycuts exceeding $100 million, management was not satisfied. With wages cut and workers laid off, Continental's unions have unified to fight against the company.

A case now pending in the Supreme Court would set a legal precedent in the employer's ability to treat labor agreements as commercial contracts. In this case, a Teamster employer, Bildisco, a N.J. building supply company, filed Chapter 11 in 1980 and had its labor contract "rejected" by a bankruptcy judge.

When a judge dismisses or rejects the contract at the time of a Chapter 11 filing, this means that it is open for renegotiation between the two parties. The judge does **not** re-write or impose any specific contract, he only causes it to be open, as if it had expired. The company must bargain with the union, and the union is free to demand the same contract that was in effect or strike to enforce that demand. The union is understandably reluctant to strike if the company is actually financially weak.

In all these instances, bankruptcy judges generally help the company put the onus on the union for its own problems, thereby putting the membership on the defensive. It amounts to one more tactic in the employers' arsenal for extracting concessions, and calls for a strong response from the Teamsters Union and the whole labor movement.

ESOPs: New Face of Concessions?

Concessions have come in many packages over the past few years. Many Teamsters have seen wage freezes, COLA rip-offs, "voluntary loans," profit sharing schemes, and now Employee Stock Ownership Plans (ESOPs), which could be the latest trend in extracting concessions.

Teamsters at Transcon, Interstate and Branch Industries have all recently given up substantial wage concessions in return for shares of stock in their companies. This trend is likely to continue at other freight carriers experiencing financial problems. But just what is an ESOP and how does it work?

Basically, ESOPs are another form of benefit plan, similar to the pension plan. Under the pension plan, the employers make contributions to a special fund which is managed by an independent investment manager. The manager decides where to invest the pension fund monies, usually in stocks. Hopefully, they invest in profitable stocks.

ESOPs work in much the same way. The difference is that the fund invests in only one stock: the employers, whether it will be profitable or not. Not only does this help the company raise capital, it also gives it several special tax breaks. Like payments to the pension fund, ESOP payments are tax-deductible. Furthermore, if the companies borrow money through the ESOPs, they can deduct not only the interest payments but also the principle payments on their loans.

Good Deal for the Company

So far this sounds like a good deal for the employers, but it's not all they get from the plan. At Interstate and Branch, workers will be giving up 15% of their wages over the next 5 years. Transcon employees will be giving up 12%. This translates into a $75 million savings for Interstate, $60 million for Branch and $80 million for Transcon over the 5 years. In exchange for the concessions they have made, workers will have shares of stock credited to them based on the proportion of their own wage to the total wages of all participants.

A recent Wall Street Journal article titled, "Stock Plans Multiply for Workers Because of Wage Concessions," stated that there are roughly 6000 ESOPs in the U.S. today. Of these approximately 19% were the result of wage concessions.

But just what does an ESOP mean in dollars and cents for the Teamsters involved? Most important it does pull the company out of its financial difficulties, saving jobs for the time being. This is why participation rates have been near 90% in all of the plans. But as far as being profitable investment for employees there are some questions that have to be asked. For example, how much are participants paying for each share of stock? At Interstate, workers will be giving up $75 million in exchange for 3 million shares of stock. Simple math puts the purchase price at $25 per share. The same stock is presently selling on the open market for about $3.37 per share.

Will Jobs be Saved?

The main question is, of course, "will these concessions save jobs?" In the prospectus given to all employees who participate in ESOPs, there is a section entitled "Risk Factors." A close look at this section will not turn up any guarantee about saving jobs. As one prospectus states: "No assurances are given that even after the adoption of this plan the company can operate at a profit or generate enough funds to provide for sufficient capital expenditures."

It continues to say that "there are no firm commitments to fund any portion of the capital expenditures needed." In other words, there are no guarantees that the plan will indeed save the company.

What if the company does become profitable again? Will the ownership of stock give workers control over decisions affecting wages, working conditions or long term planning? No, owning stock doesn't give employees any direct say in any of these decisions. In some cases workers have gone out on strike against companies that they "owned."

Still supporters of ESOPs claim that because workers have a direct interest in the profitability of the company, both productivity and worker satisfaction will be raised. Whether this is true or not, the fact remains that in many cases workers are being asked to give up wages in return for stock in a company that is losing business. The AFL-CIO recently cautioned workers to take this into account when they are considering ESOPs.

"The wage concession was necessary to keep the company viable. But the ESOP program is just a smokescreen."

Despite the talk about "ownership" and "partners in production," Teamsters at Interstate, Transcon and Branch say that ESOPs are nothing but concessions with a new twist. As Dave Blesing, Interstate dockworker and TDU member in Local 20 says, "The wage concession was necessary to keep the company viable. But the ESOP program is just a smokescreen."

Officers in several unions have cautioned that these programs can also breed division between members, as some employees feel they are now owners, and may turn against union-minded co-workers.

Will the Union Respond?

What has the union's response to ESOPs been? In a letter to Interstate Teamsters, the International's chief economist, Norman Weintraub, wrote, "There is no guarantee that the proposed ESOP will solve the carriers' financial problems." He went on to say, "In my opinion, the proposed ESOP is a good faith attempt by management to solve its financial problems without making its employees the scapegoats."

As in many of the "voluntary" concessions that Teamsters have taken, the union is taking a "hands off" position. Basically, they have given up the responsibility for negotiating in the best interests of the members, avoiding their duty to bargain. The companies have also violated their duty to bargain by going directly to employees to negotiate wages and conditions.

The programs violate Article 6, Section 2 of the NMFA, and Local 20 and others have filed grievances. The national grievance committee will likely have to make a blanket ruling on ESOPs, especially now that they have spread to three large carriers.

A strong, democratic union would have bargained for work rule changes, settlement of outstanding grievances and other non-economic improvements in the contract, even if wage cuts were necessary. Instead of taking this course, the IBT has once again taken a back seat, and negotiated nothing in return for five years of wage cuts.

Local 707 TDUer Wins Job Fights Abuse of Casuals

Eddie Hernandez, of New York Local 707, is like many other Teamsters in the trucking industry. For over two years he has worked casual off and on for Yellow Freight. He was continually "recycled" as a casual, working just under the 16 days in a 60 day period (the New York-New Jersey Supplement's requirement for seniority) and then getting cut off, only to be used next "cycle."

Like so many others he was used and abused like this for years, with a family to support but no seniority protection and no job security at all. Speak out or file a grievance and never work there again.

But Hernandez got involved in TDU, learned his rights and filed a detailed grievance which challenged the whole system of "recycling" casuals. In the grievance he cited the contract clause on abuse of the principle of seniority. To back it up he filed a charge with the Equal Employment Opportunity Commision (EEOC).

Yellow realized Hernandez had a good case at the hearing before the Joint Committee. During the hearing both parties called for a recess and Yellow's labor relations man told him that he must have had a lawyer write the grievance. Then Yellow made an offer. They agreed to put Hernandez on the seniority list, with seniority back to May 6, 1983, and pay him two weeks back pay. This was based on the fact that Yellow was using the wrong method of calculating the number of days worked in a given period.

While Hernandez wanted to challenge the whole "recycling" system, he also felt that this would be a significant victory, and accepted the offer.

Yellow wanted the whole matter dealt with quietly, but now that he has some job security Hernandez is anything but quiet. He says that he intends to pursue the issue of abuse of casuals, and urges TDU members and other Teamsters in the freight industry to do the same.

YELLOW
FREIGHT SYSTEM
YELLOW

Eddie Hernandez, New York Local 707.

Local Election Activity Shows TDU Growth

In dozens of locals across North America, reform-minded Teamsters scored high in recent elections. More TDU members and reformers are running for office and more are winning. Naturally, there are disappointments as well, but overall the trend is very positive. Some locals which have traditionally never had any organized opposition or real elections at all, got a breath of democracy too.

Candidates in many locals (both incumbents and challengers) cited their opposition to Presser's give-away rider as an election plank, and generally this stand was well received and indicated a trend towards campaigns on issues instead of personalities.

There remains a large void as far as education of Teamster members about certain issues. For example, that officers elected last month will be delegates to the 1986 IBT Convention, and will have a chance to vote for the "Right to Vote" for general president by all Teamster.

On a national level TDU does not endorse or support candidates for local union office, but local TDU chapters and members do get actively involved in their elections.

Most reports here were received from TDU chapters. If you have Teamster local election news, please submit it for the next issue. Some reports were also in the previous **CD.**

Dan Giesler, elected to the Executive Board in St. Louis Local 600.

St. Louis Local 600

St. Louis Local 600 TDU Chapter is happy to report that one of our active members, ANR steward Dan Giesler, was overwhelmingly elected to a position on the Local 600 Executive Board in December.

Giesler ran as an independent candidate, and was the only independent to win, topping the poll among all candidates for trustee. The other six positions were won by the Barnes-Robertson Slate. Tim Barnes is the new president and Bobby Robertson the secretary-treasurer.

Our TDU chapter did not endorse a slate in the election, but many of our members were actively involved. We put out a questionaire with vital questions to candidates, which we feel helped generate more interest in the major issues facing our union.

We look forward to actively participating and working with our new Executive Board on positive programs for organizing new members, defending the contract, and increasing membership participation in our union.

St. Louis TDU
Chapter 600

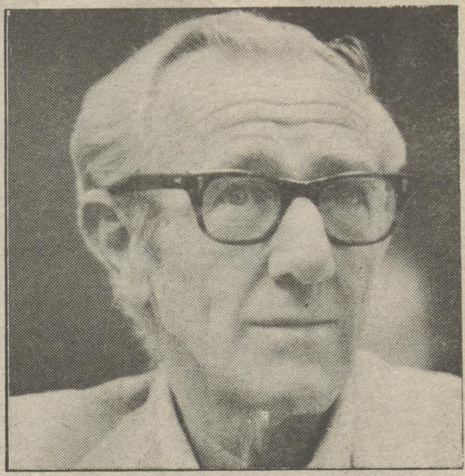
Los Angeles Local 208

TDU national co-chairman Doug Allan was overwhelmingly re-elected to the Executive Board of Los Angeles Local 208, getting the highest vote for trustee by a wide margin.

Outspoken in his defense of the freight contract, Allan also worked hard to defeat the Relief Rider to the Master Freight Agreement last summer. He attended the 1981 IBT Convention in Las Vegas, and spoke out strongly on behalf of the membership.

"I plan to be back at the Convention in 1986 to work for democracy in our International, especially the right to vote for general president," Allan told **CD** after winning the December election.

The majority of the positions on the Executive Board were won by the slate headed by Sec.-Treas. Alex Maheras, who easily won re-election. Yellow Freight drivers put out their own literature backing Allan and also candidate John DeSoto. Both of them were elected although they were on different slates. Seven Business Agents were elected in addition to the Executive Board.



Convoy-Dispatch photo by Bob Gumpert

TDU Co-Chair Doug Allan will push for the "right to vote."

Stockton Local 601

TDU members and their supporters in cannery Local 601 in Stockton, Cal. are stopping to catch their breath after their recent election campaign. Because of the campaign, large numbers of Local 601 members participated in their union for the first time ever. This was also the first time that the current leadership has had to defend their positions to the membership.

The rank and file slate did not win any positions in the hard-fought election, but they got an impressive 44% of the vote. The dirty tricks of the incumbents included tactics like scheduling the election at a time when over 75% of the membership was on seasonal layoff, threatening rank and file candidates and distributing racist literature. All of these ploys have provided a strong basis on which to appeal the election.

Stockton TDUers were encouraged by the fact that five times as many members voted in this election than had ever voted before. Much of this was due to the massive outpouring of support from the plants and the cannery worker community.

The strong response brought about by this election has sparked a new surge of participation in the local and in the Stockton TDU chapter. As Lucio Reyes, the rank and file presidential candidate, said on election night, "We may not have won this time, but I can tell you that after this campaign, things won't be the same here in Stockton."

Tampa Local 79

In an upset victory, Carl Subler Trucking driver Bob Cummins won election as president of Local 79 in December, by a strong margin over incumbent Bobby Meeks and two other contenders. Two others who ran with Cummins won spots on the Executive Board as well.

Cummins was active and outspoken against concessions at CSTI, and at one point was even sued for $1 million by the company (the NLRB subsequently forced CSTI to drop the suit entirely). He was also removed as steward for CSTI drivers by the former administration, and the NLRB also ordered that corrected.

The new administration has pledged to improve representation and participation within the local. Others elected to the Executive Board, not on the Cummins Slate, include incumbents Bill Hill and Ken Woods, both UPS drivers.

National Election Roundup

In **Las Vegas Local 631**, there was no contest for the top spots on the Executive Board, but seven candidates ran for trustee. TDUer Charles Simmons, employed at the Fremont Hotel, won the race along with Becky Scott and incumbent trustee Bill Maher. The Local faces a potential anti-union offensive in this right to work slate.

Redding California Local 137, which covers much of Northern California, elected a slate headed by Steve Ruckles, including TDU member and incumbent recording secretary Al Law. Democracy started coming to Local 137 three years ago when a long-time family regime was ousted by a rank and file slate.

In **Norristown, Pennsylvania Local 384,** a long time administration was voted out ba a rank and file slate headed by two UPS drivers, Elwood Shilling and Jerry Moran. Their "Your Slate" campaign on more membership input and democracy, cutting down of officers' expenses and better representation.

In **Saginaw, Michigan Local 486** the incumbents were swept out of office by a slate headed by former B.A. Jim Bolen. The Bolen Slate won six of the positions on the Executive Board, and TDU member and UPS driver Dan Campbell won the position of recording secretary with a very high vote.

There were some surprises in the election in **Contra Costa County, Calif. Local 315** election in December. Incumbent principle officer Vince Aloise narrowly defeated Safeway driver Jim Watzek, and Aloise's slate won most of the positions. Candidate Al Alfonzo beat the incumbent president, campaigning as a rank and file challenger. B.A. Ron Teninty also ran as an independent, along with warehouseman Frank Coppa. They won positions as B.A. and vice president, respectively.

Memphis Local 667 incumbent president Johnny Raney was defeated by Roadway driver Bill Carrington.

Toledo Local 20, a general local with 9,000 members, re-elected the Harold Leu Slate by a close margin, over challenger Gary Ward's Slate. Leu is a close follower of Jackie Presser, which hurt him in the election. The Ward Slate, backed by the local TDU Chapter, has protested the election.

Orange County California Local 952 saw incumbent principle officer Bill Montgomery finish third. Gerald "Scottie" Scott won as secretary-treasurer, beating both John Cook and Montgomery. All three slates won some posts on the Executive Board.

Baltimore Local 557's retiring president was replaced by B.A. Herb Short who narrowly defeated Joe Zappacosta of the rank and file slate by just 38 votes. The election has been protested.

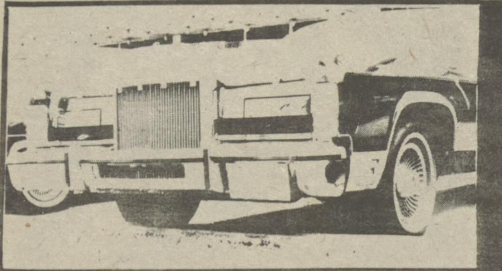
Santa Rosa California Local 980 may set a record for the quickest election re-run ever. In December, incumbent Al Andrade claimed victory by just four votes over challenger Charlie Green, amid charges that 42 votes were immediately shredded! The Joint Council has scheduled a new election for late January.

Chattanooga Local 515 is not accustomed to democracy, so TDUer Charlie Helton of Roadway Express decided to run for office "to bring a little democracy in, to cause them to come out and campaign." The incumbent, N. Robert Logan, won handily, with Helton's support limited mostly to the trucking Teamsters, which are a minority in the general local.

Iowa Local 90 re-elected the incumbents, but the Rank and File Slate headed by TDUer Joe Henry kept them on their toes, drawing about 40% of the vote in a first effort. The Rank and File Slate plans to continue to work with other active union members to make the union work for the members.

West Virginia Local 175 had a strong challenge to the incumbent McDonald Smith Slate, which won narrowly over the Rank and File Slate.

Fall River, Mass. Local 526 voted out the incumbent, principle officer by better than two to one, electing Alfred Andrade in his place. TDUers are happy, and feel the local will be run in a more democratic fashion as a result.



YOUR DUE$ PAY FOR THI$?

"Loyal American" Finds New Home in Levenworth.

Roby Smith, a Business Agent for Michigan Joint Council 43 hired by Bobby Holmes, goes into federal custody on January 17, 1984 to serve a three year sentence.

In recent months, Smith has spent his time working as a "Blast" member. "Blast," set up by Jackie Presser and funded by our union treasury, stands for Brotherhood of Loyal Americans and Strong Teamsters. Smith was in the forefront of a squad that showed up at the TDU Convention last October. It is not known if he will remain active in "Blast" while he resides in the penitentiary.

Smith was convicted in 1979 for extortion and conspiracy, but has been appealing the case for several years. Strangely enough, he has stayed on the union payroll all this time—despite the fact that he was convicted of taking payoffs from employers! When Local 406 found him too hot to handle on their payroll, Holmes hired him to work for the Joint Council. In case you need the help of any strong Teamsters who are Loyal Americans, you can reach brother Smith at the Levenworth, Kansas penitentiary.

Collins Indicted in Michigan Clinic Scam.

Chuck Collins, who served as the Director of the Michigan Health & Welfare Fund until last July, has been indicted on three counts of lying to a Federal Grand Jury. The Fund is under a continuing investigation because of the role played by Allan Dorfman and other Chicago mob figures in the rip-off of millions of dollars through a series of clinics that were set up by Collins, Dorfman and Robert Holmes, an International Union Vice President who also serves as chief union trustee of the fund.

Holmes also lied under oath about Dorfman's role in setting up the clinics. In a civil court case Holmes said he had very little contact with Dorfman, but minutes of the Fund's trustee meetings show that Dorfman and Holmes were both present at all meetings where decisions about the clinics were made.

Dept. of Labor Charges Dorfman Looted $13 Million From Fund.

Allen Dorfman, slain underworld figure with deep ties to the Teamsters Union, allegedly looted $13 million from the Central States Health and Welfare Fund from 1976 to 1983, when he was murdered. A previous estimate had put the amount at about $5 million. Both the government and the Fund are suing Dorfman's company, Amalgamated Insurance Agency Services, to get back the money they say Dorfman stole by jacking up fees charged for processing claims. Following Dorfman's death the Fund bought the claim-processing business, but has put the reported $10.7 million they paid into an escrow account until the lawsuit is settled.

TDU MEETINGS

Bay Area TDU Steering Committee
Sunday, January 15—12 noon
For location, call 415-783-5872

BC/Yukon Area TDU
Thursday, February 2—7:30 pm
Rio Hall, 3325 Kingsway, Vancouver

Buffalo Area TDU
Sunday, February 5—10:00 am
N. Buffalo Community Center

Chicago Rank & File elected stewards rally
Sunday, February 12—1:00 pm
Hillside Holiday Inn
4400 Frontage Road
(off I—90, across from shopping center)

Long Island Area TDU
Sunday, February 12—12 noon
Conklin House
801 Conklin, E. Farmingdale

Los Angeles TDU Steering Committee
Saturday, January 21—10:00 am
For location call: 213-966-7154,
213-433-7025, or 213-432-4984

Northwest, Ohio TDU
Sunday, January 22—7:00 pm
Frisch's at Secor and 475

Orange County TDU
Saturday, February 11—11:00 am
Moose Lodge at Batavia and Collins
Orange, CA

Puget Sound Area TDU
Sunday, January 21—10:00 am
Nisei Veterans Hall, Seattle

Sacramento Local 150 TDU
Sunday, January 29—9:00 am to 11:00 am
Torey's Restaurant, 1638 W. Capitol Ave.
W. Sacramento, CA

Stockton Local 601 TDU
Saturday, January 28
For time and location call: 209-948-3226

St. Louis Local 600 TDU
Sunday, January 22
(immediately after local union meeting)
American Veterans Hall, Post 88

Twin Tiers TDU
Saturday, February 4—5:00 pm
Horseheads American Legion Hall
Horseheads, N.Y.

Virginia Statewide TDU Meeting
Saturday, January 21—4:30 pm
Richmond, VA. Holiday Inn
Bells Road, Exit 8 off I-95

West Virginia TDU
Sunday, February 12—2:00 pm
Ramada Inn, 2nd Ave. and "B" St.
South Charleston, W.V.

Worcester, MA Local 170 Teamsters
Saturday, January 28—10:00 am
Town Line Restaurant, Millbury MA
Junction of Rt. 146 and 20

Provenzano Convicted in Kickback Scheme

On December 21st, a federal jury found Teamster International Vice President Salvatore "Sammy Pro" Provenzano guilty of conspiracy, mail fraud and taking kickbacks from a union dental program. Also found guilty were three other Teamster officials, from Locals 641 and 660, while the third was an administrator of the Welfare Plan. Two other officials were found not guilty.

Provenzano and Jack Spero, another man convicted, are the two top officers of New Jersey Joint Council 73.

Attorneys for the defendants claimed they were unwitting participants in the scheme, which they said was masterminded by a number of dentists. The government's case was that hundreds of dental records were "phonied up" as part of the scheme.

Provenzano and the three others will undoubtedly hold onto their union jobs during the appeal. Senate Bill S.336, which passed the Senate 75-0 during 1983, would require them to step down immediately if enacted into law. The bill is presently stalled in the House and Teamsters are encouraged to write their Congressional Representative urging support of the **Labor and Management Racketeering Act.**

New Jersey TDU member Frank Greco, who Provenzano's Joint Council newspaper once called a "lawbreaker" for testifying on truck safety, stated that this case shows "just what a sea of corruption Joint Council 73 is floating on. This corruption and its intimidation of the rank and file spills over into most of the locals in the metro area."

Greco pointed out that Jackie Presser has promised a "new day" for Teamster members, and could act to help clean up Joint Council 73, which is dominated by the Provenzano family and their friends. Sammy took over his post as International VP after his brother "Tony Pro" was imprisoned. Tony is currently serving a life sentence for murder and labor racketeering. Another brother, Nunzio, pleaded guilty to and was convicted in 1981 for taking employer payoffs. But the Provenzanos helped Presser in his bid for president, and he can be expected to continue to back them fully.

AUD: Devoted to Union Democracy

The Association for Union Democracy (AUD) is an organization devoted exclusively to the promotion of the principles and practice of internal democracy in the American labor movement. In most other unions, organizations like TDU do not exist, and if members find their rights violated, they have few places to turn. AUD is often the only place union members can turn for help.

AUD has been in existence for nearly fifteen years, operating on a shoestring budget out of a New York office. Its quarterly publication, "Union Democracy Review" covers major issues and legal cases involving union democracy.

Association for Union Democracy, Inc. (AUD)
YWCA Building, 30 Third Avenue
Brooklyn, N.Y. 11217

A non-profit organization devoted to advancing the principles and practices of internal democracy in the U.S. labor movement.

Please enroll me as an AUD Associate as indicated below. I will receive a subscription to *Union Democracy Review*, notice of other publications in the field, legal briefs and court decisions, upon request, at reduced rates, AUD financial and organizational reports, and a 40% discount on AUD publications.

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☐ Supporting Associate $50	☐ Sponsoring Associate $100
☐ Limited Income Associate $10	☐ Other $...............

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IBT to UPS: No Relief on Next Day Air

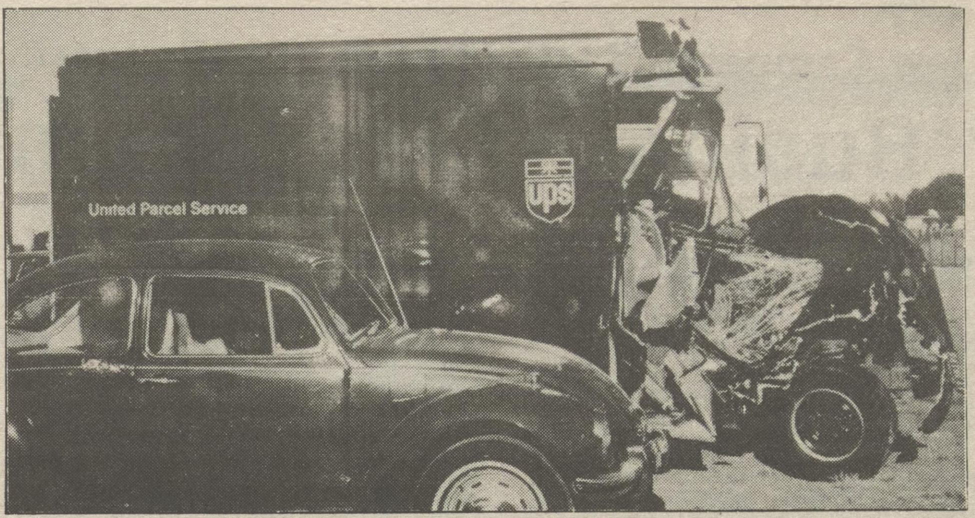
The IBT National UPS Negotiating Committee has taken a stand against UPS' request for "relief" in the Next Day Air Operations. According to a Titan message from the International, the committee told the company that all new work would be done under the conditions and rates of pay of the existing contract.

While the details of the "relief" have never been disclosed, UPS has been pushing for the right to use part-time drivers to deliver next day air packages in a number of areas. Up until the union and company meetings on December 6 and 7th, it looked as if part-time drivers would soon be driving package cars (or their own vehicles!) at lower rates of pay.

The question now is whether the International will enforce the contract. Reports of some part-time drivers delivering NDA parcels continue to come in, and in many areas supervisors are used to make more than those "last minute" or "the plane is late again" deliveries.

It could be that local unions will now be allowed to make their own deals with the company on Next Day Air. It has already been reported that one Philadelphia local was asked to accept a $6 an hour/20c a mile deal, but turned the company down.

In a case like this where UPS hasn't been handed what they want on a silver platter by the International, they may well try to keep whittling away at the contract, and approaching locals, to get their way. If you believe the company is violating the contract in your area, or has gone to the local for a special deal, please do two things immediately: 1. File a grievance on the violation. 2. Contact the TDU office.



Ever wonder what your P500 would look like in a crash? This truck rear-ended a big rig at about 25 mph. As a result of the accident, all P500s in Locals 70 and 315 in California have been outfitted with steel bars around the frame to prevent the total collapse of the fiberglass hood. Has your truck been similarly equipped? We all know our time will come, but do we want it to be in our UPS truck?

Hang UPS

News of UPS Workers

The 1985 Contract—UPS is Ready, Will You Be?

There are roughly 72 weeks left until the expiration of this contract. Have you started setting aside some money?

Springfield, Mass. Local Cuts Dues of New Hire Part-timers.

It took about a year, but because of the persistent effort of Springfield, Mass., part-time steward and TDU member Ned Lynch dues for the new $8 an hour part-timers in Local 404 have been cut from $27 to $16 an hour. After raising the issue at several local meetings, and finally writing to the International on his own, Lynch received a letter signed by Presser stating that the local would have to consider a new rate at an executive board meeting.

While a local union has the right to set dues as it pleases, any raise must be made through a secret ballot vote of the members. In this case, the International must have realized that dues at 3 1/2 times the hourly rate were excessive. If you want more information about how dues are set, or about this case, please contact the TDU office.

Solidarity at Stockton, California UPS.

Stockton UPS management has pulled about every dirty trick in the book to get steward Terry Toler to drop his NLRB charges against the company. On January 8 Toler was reinstated to his job after being fired for for the third time. The company had searched for hours through old delivery records to fabricate the charges.

Toler filed NLRB charges when the company tried to restrict employee's rights by limiting access to the bulletin board. A hearing has been set for April, but in the meantime UPS has been trying to intimidate Toler into withdrawing them. On one occasion mangement called to inform him that he would be put back to work if he dropped the charges.

Recently drivers came to work with signs on the windows of their cars showing their support. Mangement said the signs would come off, the cars moved off the property, or they all would be fired. The signs stayed on and they parked across the street.

The solidarity of the drivers helped Toler get his job back, and with the backing he is determined to win at the NLRB hearing in April. In the meantime one wonders if these dirty tricks are in the UPS Policy Book.

UPS to Pay $135,000 in Class Action Suit.

UPS has recently settled a class action suit filed in 1977 which covered roughly 435 present and past Pittsburgh employees who charged the company with sex discrimination. The $135,000 will be distributed among the plaintiffs and other women involved in the suit. UPS also agreed to take a number of steps to encourage female applicants for job openings, and to set quotas in filling fulltime jobs. But according to one plaintiff, the settlement amounts to a slap on the wrist to a company where sex discrimination runs rampant.

Overcoming the Myths About Part-timers

by John Braxton
Local 623, Philadelphia

Of the 85,000 Teamsters who work for UPS, roughly one-half of these are part-timers. Developing unity between part-timers and fulltimers is essential in building rank and file power, but how can we do this? A good first step for fulltimers is to erase the myths (spread by UPS) which make it impossible for fulltimers and part-timers to trust each other. Then we can work together to gain the power we rightly have as the ones who make UPS run.

The basic myth about part-timers goes something like this: "Part-timers are only students who work at UPS for a couple of years. They don't care about the union or the contract, and it is impossible to organize them." Now let's look at the facts.

Fact #1: A large portion of part-timers are no longer students. Although most were students when they were hired, many have since quit school because of lack of money, or because of the difficulty of going to school while working at UPS. Some have graduated but found that the good jobs supposedly guaranteed by college just aren't there. (Remember that most white collar jobs are non-union with lousy pay and benefits.)

Fact #2: Part-timers are staying at UPS longer and longer. Because of the difficulty of finding jobs, many part-timers choose to stay at UPS and try to find another job on the side. A significant number bid to fulltime jobs after a wait of five years or more.

Fact #3: Part-timers need union protection as much as fulltimers. They have supervisors watching them constantly, firings are common, and they need the job. They need the union and care about it—they simply feel discouraged about the possibility of the union actually protecting them. In this way they are no different from many fulltimers who often seem to be apathetic. But what looks like apathy among all workers is actually hopelessness—and it's our job to change that by building unity between all UPS Teamsters, both part-timers and fulltimers.

Drivers' Survey Gives Real Picture of Life at UPS

Remember the survey that UPS took to determine what employees felt about the company and their jobs? Well, having a hunch that the survey results presented an unrealistic picture of life at UPS, some drivers from Bloomington, Illinois decided to do a survey on their own to see what the real story was.

Drivers from Decatur, Peoria, Galesburg and Bloomington responded to the survey. Here are the results this rank and file survey got:

When asked, "Which would best describe your feelings toward UPS management?" 86.5% said that the management was "insensitive to workers."

Asked about the incentive plan, 54.5% said that the implementation of the bonus plan was a bad idea and 52% stated flat out that it should be dropped from their centers. 70% claimed that their routes were not fairly timed so that they could not make the bonus.

Coming to the big question on wages, 78.5% said that the hourly pay is not adequate for the work that they do and the profit that UPS makes. Asked if UPS forgets about the individual worker in their drive for more and more profits, 97% responded 'yes.'

Overall, the survey showed a lot of dissatisfaction with the way that the company is run, despite UPS' claims to being "people-oriented." 78.5% felt that morale was low in their centers, and 97% said that they felt like just another cog in the UPS machine.

If you have some of the results to the UPS survey, which was printed in some of the Regional Big Ideas, you may want to compare with these results. Strangely enough, one question UPS left out was what the respondents wanted to see in the next contract. In the Illinois survey, 83.5% said that they would be willing to strike for a better contract in 1985. If you would like a copy of the Illinois survey, please contact the TDU office.

New Campaign Tactic Against Challengers

''Busing'' Aids Incumbents

Local union officers are using a new tactic in elections where they are threatened by rank and file slates. This tactic is called ''busing'' and it's not the kind for school kids. It's the kind of busing where a ''friendly'' employer can provide a big boost to keep the incumbents in office.

Here's how it works: the local union president, or other incumbent official, contacts the employer. He says, ''Look, some real troublemakers are running for office. If they get in they'll file more grievances, set up elected negotiating committees, and generally upset the good thing you and I have going. This would be a disaster for me. I'd lose this nice job and my three pension plans, and frankly I'm not too fond of manual labor anymore. And, let's face it, it wouldn't be too hot for you either.''

Then the official would suggest a plan: ''On election day you can arrange to let all your employees out of work, still on paid-time, to get on a bus that my slate will rent. It will pull up to the plant at 2:00 pm next Tuesday, election day. We'll take your employees down to the hall to vote, give them some refreshments on the way, and bring them back by 3:00 or so. True, this little break might cost you a few thousand bucks, but isn't it worth it to keep these troublemakers from getting elected?

''Oh, and one last thing. If anybody asks, just say I called you as a candidate, not as president of the local. Also, my B.A., Bob Blowhard, will be driving the bus, strictly off union time, of course. He'll decide who gets on the bus and who doesn't. We've spotted a few supporters of the troublemakers in the plant, but don't worry, we'll keep them off the bus. Oh, and by the way, you can forget about that discharge grievance we have pending on Mary Smith's discharge.''

And sure enough, the bus pulls right onto the property and takes the majority of the plant down to vote. Meanwhile, the challengers are working hard to get maybe a 50% turnout from their strongholds, facing hostility from the employers, instead of cooperation.

Recently, the busing of members on paid-time occurred during elections in Indianapolis Local 135, Cleveland Local 336, Charleston Local 175, and most especially, Detroit Local 337.

Is this practice illegal? The answer is 'sort of.' It is illegal for any employer to aid any candidate in a union election. The problem is that the employer will claim that he got a call from one of the candidates and agreed to let his employees off to vote for **whoever they chose.** He will also claim that he **would have** gladly made the same arrangement with the challenging candidate, if he or she had asked! So in this way he will claim he didn't support one candidate over another, but was just being generous and civic-minded.

What can challenging candidates do? Election protests can be filed with the Department of Labor, but to win on the issue it takes careful, advance preparation. Before the election try to determine where the incumbents' strongholds are, and ask certain employers for equal privileges.

The bottom line is to be prepared as well as you possibly can for these kind of tactics, ahead of time. Know the laws that cover union elections and be ready to use them. The TDU office will advise any Teamsters running for office on these matters, and would also like to hear from more Teamsters who have run up against the problem.

Local 776 Bylaws Victory

The November union meeting of Harrisburg Local 776 was three times larger than usual, with 165 members in attendence. Members turned out because of an amendment to the local's bylaws stating that defeated or retiring officers would not receive any special bonus or severance pay from the Local.

The final vote was 161-4, an overwhelming victory. The amendment was introducted by concerned members, and as the rank and file newsletter pointed out, ''before the November meeting neither President Moudy nor any other officer mentioned they supported the severence pay bylaw amendment. Only when they were faced with the reality that attendence had tripled did they come out in support.''

A few months earlier St. Louis Local 600 passed a similar amendment, and others may want to consider it in their local unions. For help in writing an amendment, please contact the TDU office. Remember that all your B.A.s and full-time officers already have multiple pension plans, and that one of them, the Affiliates Plan, already includes a generous severence plan for all officers and B.A.s.

Vroman Strikers Gain Widespread Support

Since November 6th, the employees at Vroman Foods and Toledo Frigid Lines, Inc. have been on strike. While the strike has gained widespread support from other Toledo unions and women's organizations, the strikers still face an uphill battle against an employer intent on busting the union. Toledo Frigid Lines is a subsidiary of Vroman.

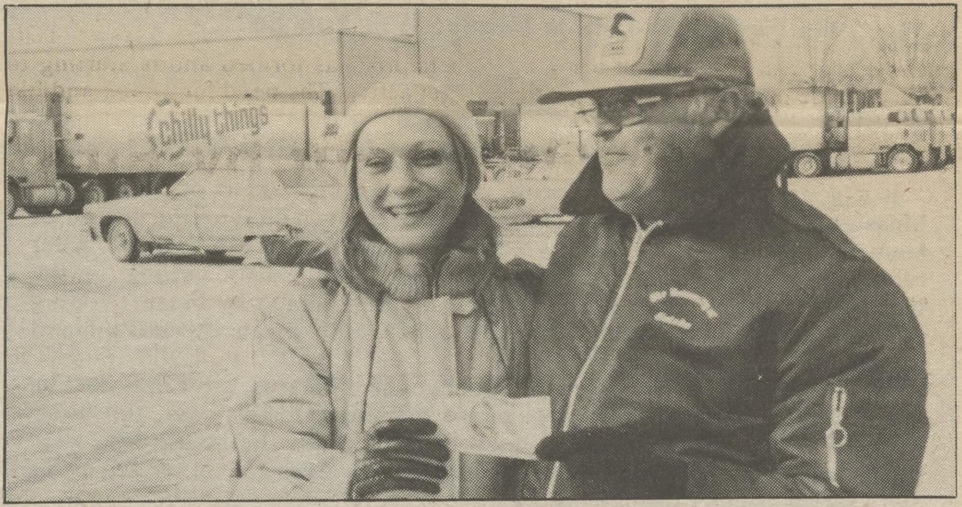
The strike followed the company's outrageous concession demands; $2.91 an hour pay cut for Class B employees (exclusively women), $1.41 pay cut for Class A employees (exclusively men); 19c per hour to be diverted into a new health and welfare fund; loss of successors clause; and the loss of workers rights through an expanded management rights clause. The drivers for Toledo Frigid Lines would lose seniority rights over dispatching of runs and wage concessions totaling 20%.

Under the proposed agreement, women employees, many of whom are single mothers and the sole support for their families, would stand to lose nearly $5000 in wages, with the men losing about $2500.

Faced with an employer using scab labor, court injunctions and picket line provocations by the company's hired security squad, strikers formed a strike committee to gain community and labor support for their cause. On December 17th, a rally was held at the Teamster Local 20 hall. In a tremendous show of solidarity, over 200 people and representatives from 20 local unions attended, along with representatives of the National Organization of Women and the Coalition of Labor Union Women. Over $2000 in contributions was collected as well as donations of food, clothing and resolutions of support. The Greyhound Solidarity Committee held a news conference to officially transfer the remaining food they had received to the Vroman and TFL strikers.

Vroman and TFL plan to permanently replace strikers on January 20. In a letter to the strikers, the company said that a union member would not be subject to discipline from the union for crossing the picket line ''if you resign your union membership prior to returning to work.'' Local 361 officials claim they have ''guarantees'' from the company that the union will remain. But the contract proposal contains language that does not require union membership of new hires, which is probably a better indication of what the company is after.

Support for the Vroman and TFL employees is growing as contributions and resolutions of support continue to come in from local area unions. Charges on the company's discriminatory hiring and wage scales are being filed with the Ohio Civil Rights Commission and the EEOC.



Kathy Dyer, Vroman Strike Committee Coordinator, receives $50 from Donald Holt of the Toledo Letter Carriers Union, one of many donations to the strikers from area unions.

Spokespersons for the strike committee have said, ''After 10 weeks on strike we may be faced with the decision to accept a disastrous contract and see union strength decline at work, or face the possibility of no job at all. But, regardless of the outcome, we have learned we must stay organized to keep our union and to make it a better one. We've learned the value of solidarity by realizing that the only allies we have had throughout the strike have been our brother and sister union members and other concerned with our rights.''

Signal Drivers Fight Job Loss

In what looks like one of Leaseway's favorite tricks, Signal Delivery at the first of the year ''lost'' the account at Terminal Freight (Sears) in Philadelphia, to Terminal Personnel Inc., which is a Leaseway outfit. As a result, some 78 jobs were lost from Signal's seniority list of 500 and transferred to TPI.

The Signal men were given one chance to bid on these jobs, and 56 junior people did so, thus losing their seniority at Signal and transferring it over to TPI. TPI will fill the remaining jobs with new hires.

Local 107 officials claim nothing can be done about the situation, although a group grievance was filed over the deal. The Teamsters involved are afraid of losing job security in the switch, as they should be with Leaseway's past record of using its 150-odd subsidiaries in this way.

A number of Signal employees have not only circulated a mass grievance over the issue, but are considering legal action against the employer for switching the work to break up their master seniority list. They are planning a meeting in late January to decide further action.

Ironically, Signal had already forced concessions out of their employees who work at the Terminal Freight warehouse. Exactly one year ago, workers took a $2.00 per hour pay cut, supposedly to safeguard their jobs. The present management maneuver does not encourage confidence in their commitment to job security and welfare of their employees. That's why a number of Teamsters are taking steps on their own to secure their jobs and future.

TDU Chapters on the Move

Local 952 TDU Fights Apathy

In many areas, forming a TDU chapter is always a positive step forward, but here in one of the most conservative counties of the United States, we see it as nothing less than the awakening of a new union spirit. We are rank and file Teamsters from many different crafts. We see the rank and file movement as an absolute necessity for the survival of our union jobs and decent standards of living.

A new TDU chapter was born here at a very successful organizing meeting of 50 Teamsters on December 4th. Our chapter is growing, and we feel it is our duty to destroy the apathy and complacency that exists in the membership of this local union.

One example of the many problems facing us was the recent Local 952 election. 11,000 members were eligible to vote. A little over 2,800 actually voted. That's only 25% of the members. It took only 6% of the eligible voters to elect the Secretary-Treasurer of this local union. 670 votes out of 11,000 voters is pathetic.

Where were the other 8,200 eligible voters? Why did they not vote? Are they that apathetic, or is it an expression of disgust with the leadership of the Teamsters? We are going to find out. Our survival depends on bringing some of these people into active participation in the affairs of this local. And we intend to do it.

We have a message for our leadership: we will participate, and we will help. But it is our union, and you work for us. We demand nothing less than your best efforts on our behalf. We will not sit back and be complacent. Our voices will be raised at every sign of injustice or ineffectiveness on your part. Our voices will be raised in support of you if you lead us aggressively and effectively.

Never forget, this local union belongs to us, the rank and file, not you the leadership. We of Orange County TDU, and any other members who are ready to assume this responsibility, will never again be the silent majority.

We are presently selecting a steering committee for the chapter, which will be made up of people from many different barns and shops in Local 952. We are not ready to give up our share of the American Dream, and know that with unity and solidarity we can prevail. Please join us.

by Alan Brady
Local 952, Orange, California

New Seattle Chapter Builds Solidarity

The new Puget Sound Area TDU Chapter has formed and is starting to get active. The need for a rank and file organization in our area is especially urgent as Seattle is becoming a union-busting area, a problem facing Teamsters and other unions.

At our December Chapter meeting, brother Jack Maloney (a leader of the Teamsters Midwest Organizing Drives in the 1930s) spoke on the need to build solidarity between employed and unemployed workers. The Chapter decided to take action by actively supporting a Christmas Eve labor demonstration against union busting.

The site of the demonstration was the Four Seasons Hotel, a ritzy downtown hotel which after 50 years of good labor relations has decided to go scab. The demonstration was a success, despite being Christmas Eve and 15 degree weather. Many unions were on hand to show support. TDU was also well represented and the feeling of solidarity made it very satisfying.

The next monthly meeting of the PSA TDU Chapter will be on January 21 at 10 a.m. at the Nisei Vets Hall in Seattle.

New Buffalo TDU Chapter

A new TDU chapter formed in Buffalo, N.Y. has been growing at an encouraging pace. Teamsters have been taking a beating here for too long and the need for TDU has become apparent. Local companies have become expert at moving jobs to non-union areas, operating double-breasted enterprises, and engaging in changes of operations. The result is lost jobs, seniority rights, pensions, and families pulled up by the roots and forced to relocate.

The situation is made worse by a grievance system where members are routinely sold out.

Chapter meetings are held at the North Buffalo Community Center, 210 Saunders Ave. at 10 am on the first Sunday of each month. Each meeting is attended by an attorney who makes a presentation and then takes questions from the audience. In addition, a panel of law students from the University of Buffalo Law School has formed to offer advice and help members prepare for grievances.

Several members are also working on the first issue of a local rank and file newsletter. It is hoped the newsletter will be a forum for local Teamsters and also attract more members.

Buffalo TDU invites all local Teamsters to join us. We need you to help rebuild our union. Please feel free to come to a meeting, even if you don't feel you have much to contribute. If you need more information, call 833-2954.

U.C.W.C. Office Hit by Fire

The United Cannery Workers of Sacramento, Cal. is going strong despite a recent serious misfortune. On December 26, a fire broke out in the U.C.W.C.'s office in the middle of the night. The fire department was unable to determine its exact cause, but called it a fire of "suspicious origins."

Despite this rough start for 1984, the U.C.W.C. isn't going to let the fire slow them down. They've temporarily relocated the office, and the Cannery Committee's work continues at full speed. In late October, U.C.W.C. won a big victory at the NLRB, when the board issued a complaint against Sacramento Foods for discriminating against 13 U.C.W.C. members by refusing to hire them because they opposed a concessions agreement imposed on the workers there.

U.C.W.C. president, Antonia Garcia, who is one of the Sacramento workers involved in the NLRB case, feels that despite the setbacks the committee is stronger than ever.

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Local 145 Rank and File Aim for Elected Stewards

by Abe Ferreira
Local 145, Bridgeport, Conn.

The NLRB General Counsel recently completed the presentation of its case showing that Dresser Industries in Bridgeport, Conn. systematically discharged and disciplined employees who ran in opposition to Local 145 Secretary-Treasurer William Kuba and his slate. The hearings will resume in early February, when the company will be forced to give its defense.

In the meantime TDU members are planning to propose a bylaw amendment that would provide for elected stewards. The appointed stewards do little to help employees on grievances and generally appear to represent the interests of the company more than the employees.

Faced with opposition from the rank and file, Kuba has resorted to out and out intimidation. Earlier this fall he claimed that the Joint Council would meet to make plans to get rid of TDU. At a recent local meeting he stated that he was going to "get rid of" TDU supporters at Dresser Industries who he said were disruptive.

Also, following an attempt by TDU member Abe Ferreira to get action on a grievance he had filed, Kuba notified him that internal union charges would be filed against him—for an alleged incident that had happened over a year earlier!

NLRB charges have been filed over these matters, and complaints are expected to be issued shortly. But none of these tactics have diverted Ferreira and other supporters from their goal of winning elected stewards, and making their local one that actually works for all of its members, not just a select few.

New Pension Fund Manager

Morgan Stanley & Company is set to take over assets management for the Teamster Central States Southeast and Southwest Areas Pension Fund, as a result of a vote in November by the eight union and management trustees of the Fund.

They won the account away from Equitable Life, which has been the asset manager since 1977. At that time the Labor Department forced the trustees to hire an outside firm to manage the assets, and to choose from among the country's 25 largest banks, insurance companies and securities firms.

To finalize the deal with Morgan Stanley, the Fund must first get the approval of the Labor Department and a federal judge, because of a consent decree the trustees entered into.

Company Backs Down on Contract Violation

Chicago UPS Drivers Beat Staggered Week

by Bob "Red" Reilly
Local 705, Chicago

UPS drivers in Chicago have once again proven that they are not only among the best drivers in the country, buy they are also capable of standing shoulder to shoulder and face to face with the toughest. This time they took on and defeated the self-appointed king of Local 705, Louis F. Peick.

When Peick gave UPS a staggered work week without allowing drivers to vote on it, he had no way of knowing that he had just grabbed the tiger by the tail.

Four meetings were held at various locations throughout Chicago between October and December with extreme success. Over 760 employees were attracted to these meetings, including some part-timers, package car drivers and guests from several companies under Local 705's jurisdiction.

The results of the meeting are now extremely evident. Number one, and most important, it has drawn the UPS workers together for the first time in anyone's memory. Workers and drivers from the various Chicago-land hubs are starting to communicate on a regular basis.

Now comes the real barometer for measuring their united effort. After consultation with attorney Thomas Geoghegan, detailed grievance was filed to stop the agreement between Local 705 and UPS. As of this writing, UPS has announced that it is discontinuing the staggered week immediately and does not plan to pursue it any further.

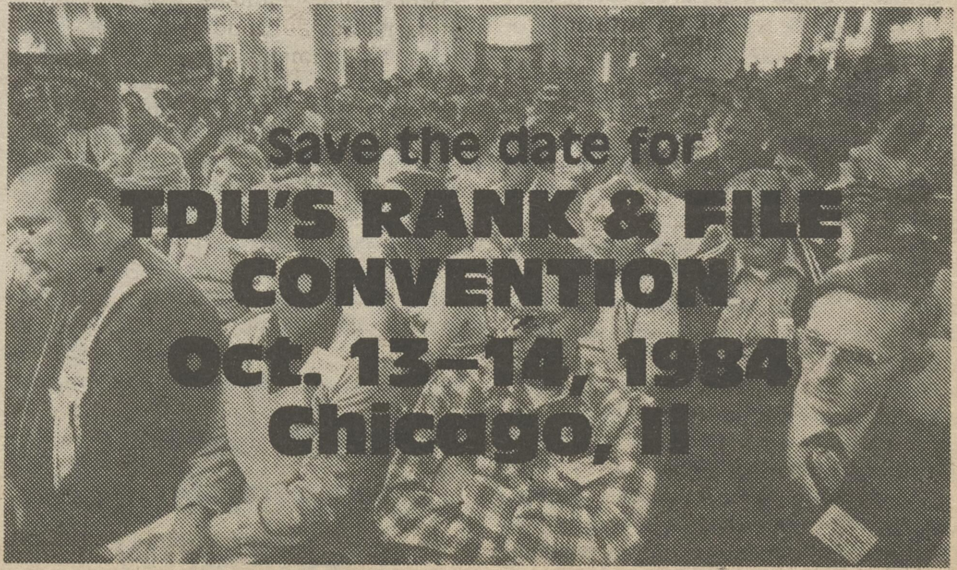
But the UPS employees are not taking this victory as a signal to disband. Quite to the contrary, they plan to stay united and continue to hold meetings towards the goal of producing more job security and building union strength. Not union strength from Louis Peick's point of view, but from the view of the dues-paying members who support Peick's $200,114 a year salary and expenses. *(Figure taken from the LM2 report* filed with the Department of Labor.)

On Sunday, January 15th at 10 a.m., another meeting will be held at the Hillside Holiday Inn. Attorney Tom Geoghegan will be in attendance to field questions. Included will be a discussion of the backpay grievances filed for workers forced on the staggered work week. Also high on the priority list will be a discussion on the upcoming effort to establish elected stewards in every Local 705 barn in the city.

At the present time it is evident what unity can do. After all, UPS has stepped out of the part it played in the staggered week by simply rescinding it. But take a look at the shenanigans of Louis Peick.

Almost 300 UPS drivers signed a petition in October calling for a special meeting with Peick to discuss the staggered week. They got absolutely no reply to this request.

Hopefully, the rest of Local 705 will take the example to heart that the UPS drivers have set, and begin to tear down the walls that divide all of us, not just within our companies but also within the whole union.


Save the date for
TDU'S RANK & FILE CONVENTION
Oct. 13–14, 1984
Chicago, Il

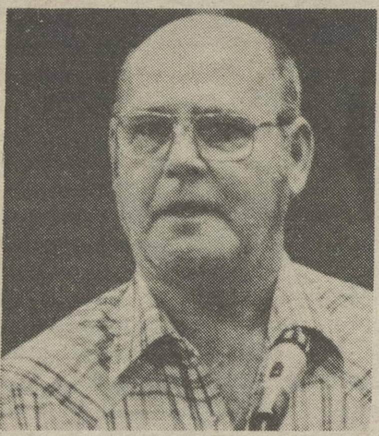
January is Bylaws Month

In many Teamster Local Unions, January is the only month of the year in which it is possible to introduce amendments to the local bylaws. In a number of locals, members have already planned to introduce such changes as membership vote of officers' salary hikes, election (rather than appointment) of shop stewards, to set up local union strike or defense funds, *just to name a few.*

If you are interested in making such changes in your local union bylaws, and need advice on proper wording for your amendments or any other help, please contact the TDU office.

Remember, your local union is governed by its bylaws, and this is one place where members can have direct input into their union.

JOIN TDU!


Convoy-Dispatch photo by Bob Gumpert

"Every Teamster should have the right to vote on the leaders of his or her union, be it the local or International. Your $25 membership fee to join TDU or to renew your membership could help make this dream come true. WE CAN DO IT!

"In August, 1983 TDU educated us on the phony relief rider and it was voted down by the rank and file. Now, TDU is on the move. Join and support us. Help TDU to continue to work for, educate and protect the union rights of rank and file Teamsters. Join TDU today."

—Cliff Coonley,
Local 600, St. Louis

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(TDU membership is kept confidential from employers and union officials.)

Teamster Solidarity Backs Greyhound Strike

In many areas of the country, Teamster members, locals and Joint Councils actively supported the long Greyhound strike which finally ended on December 17th.

In cities like Toledo, New York, San Francisco, Boston and Cleveland, Teamsters joined in some of the largest labor rallies in years. In Boston 5,000 unionists turned out for an AFL-CIO rally at the bus terminal. In Toledo, members from several unions set up a support committee, and got AFL-CIO support for a rally that attracted 500 people. Busses were prevented from rolling in Cleveland, St. Louis and other cities because of active community and labor support.

Philadelphia Teamsters were a major force in supporting the strike in that city. On November 29th, a 50 vehicle convoy appeared in front of the Greyhound terminal during the rush hour. John Morris, President of Joint Council 53, explained to the press that it helped "convince management that not only are they on strike with their employees, but the community is involved and so is the labor movement as a whole."

In some areas TDU members and other rank and file Teamsters had to drag their local officials into supporting the strike. The new TDU chapter in Sacramento, Calif. collected $90 at their meeting, and $300.00 by going barn to barn asking for help. When they made a motion at the Local meeting to donate $500 from the treasury, it was ruled "out of order" by the chair.

A motion to overrule the chair passed overwhelmingly, and the spirit of solidarity was so contagious that they also voted to contribute $500 to striking construction drivers from the local.

At a December 17th Greyhound Rally in Sacramento, Teamsters were well represented along with many other unions. A proud moment for TDU members occured when TDUer Konny Friedman stood up to present the money collected by the chapter.

The International did little in support, but to Presser's credit he sent a Titan message to all locals giving his blessing to the strike. This was an improvement over the Teamster stand on the PATCO strike in 1981.

Solidarity—coming to the aid of our fellow unionists—helped build unions in the 1930s. It is just as important today in defending the gains that have been made. The Greyhound strike will no doubt be repeated by many other workers in the coming period, including Teamsters. Labor solidarity should grow with each new struggle we face.

Union Busting

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ship has shown a willingness to go along with the corporations' plans, hoping that the companies will let the dues keep flowing in return for gutted contracts. Freight Teamsters saw this last September in the Relief Rider proposed by Jackie Presser. Unity and determination defeated the Rider, but it will not be the last. It is up to the rank and file to educate, organize and take hold of the union to save it before it's too late. Remember, the next Greyhound employee just might be you.